

Townsquare Media Sioux Falls License, LLC
KYBB(FM), KIKN-FM, KKLS-FM, KMXC(FM), KSOO(AM), KXRB(AM),
KSOO-FM, and KDEZ(FM)
EEO PUBLIC FILE REPORT
December 1, 2015 – November 30, 2016

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive (or “Marketing Specialist”)	1,4,5,6,7,8,9,10,11,12,13,15,17,18	13
On-Air Programmer	3,4, 5,6,7,8,9,10,11,12,13,15,17	13

**Townsquare Media Sioux Falls License, LLC
 KYBB(FM), KIKN-FM, KKLS-FM, KMXC(FM), KSOO(AM),
 KXRB(AM), KSOO-FM, KDEZ(FM)
 EEO PUBLIC FILE REPORT
 December 1, 2015 – November 30, 2016**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	On-Air Announcements (<i>all SEU stations</i>)	No	5
2	Sioux Falls Shopping News 4005 S. Western Ave. Sioux Falls, SD 57117	No	0
3	All Access Music Group (<i>for programming talent</i>) 29955 Pacific Coast Hwy Malibu, CA 90265	No	1
4	South Dakota Broadcasters Association Attn. Steve Willard P. O. Box 1037 Pierre, SD 57501	No	0
5	Augustana Student Success Center Attn. Billie Streufert 2001 S. Summit Ave. Sioux Falls, SD 57197	No	0
6	Univ. of Sioux Falls Career Center Attn. Nicole Dulaney 1101 W. 22 nd Street Sioux Falls, SD 57105	No	0
7	Univ. of South Dakota Academic & Career Placement Attn. Kasandra Girard 414 E. Clark Vermillion, SD 57069	No	0
8	South Dakota Univ. Center Attn. Lisa Hanson 4801 N. Career Ave. Sioux Falls, SD 57107	No	0
9	Southeast Technical Institute Career Center Attn. Amanda Frey 2320 N. Career Ave. Sioux Falls, SD 57107	No	0
10	Univ. of South Dakota Beacom School of Business Attn. Mandy Hanson 414 E. Clark St. Vermillion, SD 57069	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	South Dakota State Univ. Career Center Sherry Fuller Bordewyk 1047 Medary Ave. Brookings, SD 5707-298	No	0
12	Dakota State Univ. Career Services Attn. Marie Lohsandt 820 N. Washington Ave. Madison, SD 57042	No	0
13	Word-of-Mouth Referral	No	3
14	Internal Promotion/Transfer	No	0
15	Station Website Postings (<i>all SEU stations</i>)	No	1
16	South Dakota State Univ. Job Fair (<i>See Section III</i>)	No	0
17	Ohio Center for Broadcasting Attn: Arvis Moore 5330 E. Main St., Suite 200 Columbus, OH 43213, phone: 614-245-0555 placement.columbus@beonair.com	Yes (2/9/09)	0
18	Sioux Falls Argus Leader / Career Builder Dot Com 200 S. Minnesota Ave. Sioux Falls, SD 57117	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

Townsquare Media Sioux Falls License, LLC
KYBB(FM), KIKN-FM, KKLS-FM, KMXC(FM), KSOO(AM),
KXRB(AM), KSOO-FM, KDEZ(FM)
EEO PUBLIC FILE REPORT
December 1, 2014 – November 30, 2015

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	On January 29, 2016, this SEU participated in the South Dakota State University Journalism Department Internship and Job Fair at the Fishbach Fine Arts lobby, in Brookings, South Dakota. Station participants included one SEU Sales Manager and one SEU Brand Manager who provided information about careers in broadcasting and job opportunities within the SEU. Resumes were accepted.
2	Participate in Job Fair	On March 15, 2016, this SEU participated in the South Dakota Big Job Fair at the Sioux Empire Convention Center in Sioux Falls. SEU participants included two SEU Sales Managers and one SEU Operations Manager who manned the SEU booth and provided information about careers in broadcasting and job opportunities within the SEU. Resumes were accepted.
3	Establishment of Internship Program	During this reporting period our SEU hosted a sales intern from Augustana University for 40-hours over 4-weeks, December 2015 – January 2016, Monday-Friday between classes. The student intern was supervised by the SEU's Market Manager and two Sales Managers. The intern's duties included research and copy writing.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
4	Establishment of Internship Program	During this reporting period our SEU hosted a sales intern from SDSU for 40-hours over 8-weeks, February – April 2016, Monday-Friday between classes. The student intern was supervised by the SEU’s Market Manager and two Sales Managers. The intern’s duties included research and copy writing.
5	Host Job Fair/Open House	On August 24, 2016, The SEU hosted an Open House (6:00 P.M.) at the SEU’s offices in Sioux Falls, SD. SEU participants included two SEU Sales Managers and three Account Executives who provided information about careers in broadcasting and job opportunities within the SEU. Resumes were accepted
6	Participation in event/program sponsored by educational institutions relating to career opportunities in broadcasting.	On November 9, 2016, the SEU participated in hosting a “Music & Communications” class from Augustana University at the SEU’s offices in Sioux Falls, SD. SEU participants included one SEU On-Air Announcer, one SEU Brand Manager and one SEU Digital Editor who provided information about careers in broadcasting and job opportunities within the SEU.
7	Participation in event/program sponsored by educational institutions relating to career opportunities in broadcasting.	On November 18 th , 2016, the SEU participated in hosting a Girl Scout Troop from Tea, SD at the SEU’s offices in Sioux Falls, SD. SEU participants included one SEU Market Manager and one SEU Brand Manager who provided information about careers in broadcasting and job opportunities within the SEU.
8	Participation in event/program sponsored by educational institutions relating to career opportunities in broadcasting.	On November 18, 2016, the SEU participated in the District III, Future Farmers of America Career Development Event “Ag Broadcasting” at Parker High School. Station participants included one SEU Sales Manager, one SEU Account Representative and one SEU Farm Broadcast Director who judged participating FFA students competing in the event.

